



INTERNATIONAL ASSOCIATION OF
HEAT & FROST INSULATORS & ALLIED WORKERS
LOCAL 12A



All independent Contractor Payment effective December 1, 2009 to November 30, 2010

WAGES AND BENEFIT RATES

Pursuant to terms of the Trade Agreement and
For Guidance forth Wages and Fringes Benefits.

NEW INCREASE OF \$1.00 IN WAGE

HOURLY WAGE RATE for tax calculation -----	\$ 35.00	PER HOUR
(FOR BENEFIT FUND CONNTRIBUTION)		
*HEALTH CONTRIBUTION-----	\$ 1.70	PER HOUR
*ANNUITY FUND CONTRIBUTION -----	\$ 7.00	PER HOUR
*EDUCATION TRAINING CONTRIBUTION -----	\$ 1.50	PER HOUR
*INDUSTRIAL FUND CONTRIBUTION -----	\$ 0.15	PER HOUR
VACATION FUND CONTRIBUTION -----	<u>\$ 4.50</u>	PER HOUR
(Vacation contribution in / out of payroll)		
ASSESSMENTS "DUES" DEDUCTION-----	\$3.00	PER HOUR
(Assessments "dues" / out of payroll)		
TOTAL HOURLY BENEFIT -----	\$ 10.35	PER HOUR
TOTAL CONTRIBUTION IN/OUT WAGES	\$ 7.50	PER HOUR

MAIL ALL CONTRIBUTION AND BENEFIT
D.HCOOK ASSOCIATES
253 West 35 Street 12th Floor
New York, NY 10001
TEL. 212.505.5050 (EXT. 233)

LOCAL 12A Foreman Additional \$2.00 Per Hour
Local 12A Recommendation For 12a Additional \$ 5.00 Per Hour Above Foreman's Rate.